

Roadmap for effective implementation of NEP 2020:

D.H.S.K. Commerce College, Dibrugarh

Step-1: Analysis of the present scenario in terms of ‘Access’, ‘Quality’ and ‘Future Readiness.’

The college is a pioneer institution imparting commerce education in the upper part of Assam since 1960 and offering both regular and distance courses under the affiliation of Dibrugarh University and KKHSOU. The present Scenario of the college in terms of Access may be outlined as follows.

- Access to opportunities and facilities irrespective of gender
- Access to opportunities and irrespective of social group
- Access to online and open and distance resources
- Access to Indian Language
- **Access to opportunities and facilities irrespective of gender:**

The institution’s approach to educate the generation is based on gender equality. Everyone has the equal access to all the facilities and opportunities provided by the college irrespective of gender. The gender gap in the college has almost zero as we have equal numbers of boys and girls enrolled in the institution. The gender parity score is tending to hundred percent implying that we have achieved gender equality in enrolment. Among the faculty (in sanctioned post) the gender parity score is 71.43 per cent. We have an active women cell which is organising various gender sensitization programme from time to time. Even in the period 2020-21 they organised self-defense course for girls’ students. To contribute to the society, it was open to the girl child of nearby area. Moreover the college has an internal complaint committee to diffuse any issues related to sexual harassment or gender biasedness amongst the students, faculty and staff. The ICC cell engaged making aware all the concerns regarding the gender sensitisation.

As a part of the students’ decision-making capabilities, the college is also concerned about the student’s involvement in decision making process and equal participation of all in different students’ activities. Girls and boys both hold the student union office and share the responsibilities equally. Separate common rooms are there for both boys and girls. In terms of opportunity and advantages both boys and girls are equal beneficiaries.

The college NSS and NCC unit actively involved both boys and girls ensuring equal participation of all.

- **Access to opportunities and irrespective of social group**

The institution strictly follows reservation criteria in admission as per the government guideline which includes reservation of seats for all the reserved categories students. Similarly as per the approved roster register, appointment procedure is carried out in the college.

Apart from the reservation policy, the institution has extended financial benefit in terms of waiving of the fees of the students that belong to the BPL families as per the guidelines of Government of Assam. The institution has a number of innovative ideas for inclusion of socio-economic deprived groups. Out of which one important incentive is provision of financial assistance to the needy students from college fund. In all programmes and activities all the students took part with equal opportunity irrespective of the socio-economic groups they represent.

- **Access to online and open and distance resources**

The institution has two open and distance learning study centres. One is operated under KKHSOU offering the bachelor courses and another is Dibrugarh University centre of open and distance learning also offering bachelor courses in distance mode. Similarly, the institution is also aware about the need of online classes and during covid online classes were done by every faculty. The various departments of the institution are arranging number of lecture programme on online mode. Some departments have also developed e resources for the benefit of the students.

- **Access to Indian Language**

The institution has the provision of offering courses like Assamese, Hindi, Bengali as modern Indian language (MIL) in undergraduate level. The departments of Assamese, Hindi and Bengali has organised various programmes from time to time for the benefit of the students. For instance, department of Bengali organised International Mother -tongue day on 21st February this year where students with various mother tongues were participated. Assamese and Hindi department have organised various activities in various occasions. In 5th June,2022, on the occasion of world environment day both the department organised essay competition. The departments also published wall magazine in their respective languages to inculcate writing and creative skills among the students.

Present Scenario of the college in terms of Quality

The college is imparting quality education in commerce field. To ensuring quality of the students continuous and comprehensive evaluation is done throughout the session which includes seminar, group discussion, home assignment, viva-voce etc. apart from regular teaching. To make the evaluation and teaching attractive sometimes quiz based on syllabus is also organised by some departments. To address the problems of slow learner, the institution has the provision

of remedial classes. Some department also do personal counselling of the students on regular basis. The institution believes in mentoring of the students and each mentor is assigned with few mentees to share all the problems and burdens, social and mental trauma apart from teaching learning. This kind of approach increases quality of the students. Considering the need of academic and administrative audit the college has carried out the same by involving external experts as per the recommendation of Governing body. The college organises various talk programme, competition on extra-curricular activities, seminar, conference, symposium, FDP etc on regular basis to enhance the quality among the students and teachers. For instance, this year the institution is organising 65 various programmes including cross cutting issues like gender sensitivity, environmental awareness etc.

Present Scenario of the college in terms of future readiness

The college has organised workshop and talk programme on New Education Policy, 2020 to create awareness about it and also to assess the future readiness of the college in line of implementing NEP. The college is introducing three add on courses of multidisciplinary nature and has introduced PGDCA from the coming session. In the near future the college will work more in the line of interdisciplinary issues as a future readiness for implementing NEP.

Step 2: Envision transformation of the institution for next 15 years in lines of NEP-2020 and draw a strategic plan of action.

- DHSK Commerce College need to become a teaching and research oriented multidisciplinary institution. At present the institution is a single streamed college. But in the next 15 years our strategic plan will be to open various courses of multidisciplinary nature. At the same time to inculcate and enhance research environment the institution will take proper plan of action.
- The institution will focus on resource generation through self-finance courses. Already PGDCA is implemented from this session. We have self-finance PG course in Commerce. In the next 15 years the college is keen to start more such courses like MBA, BBA etc. in line of commerce education.
- The college is also planning to start viable start up for resource generation. In the second campus at Banipur, the plan is to start a fishery in commercial basis. There is also a plan to start a nursery. One vermicompost project has already been started successfully.
- The college will focus more on increasing enrolment by attracting students towards more practical and job oriented online courses.
- More MOUs will be signed to enhance cooperation and multi-disciplinary approach in the field of education and research. Already we have MOUs with USTM and IIM Kolkata. An MOU is in progress with Assam Kaziranga University.

Step 3: The mission of the institution to identify the goals, strengths, opportunities, priorities, and commitments:

D.H.S.K. Commerce College, Dibrugarh is one of the pioneer institutions of commerce education in the North Eastern Region. Promoting learning by students and faculty to achieve excellence in education is the prime mission of the College.

The institution aims to impart inclusive and equitable quality higher education in Commerce and Management to promote students' skills and learning opportunities to all gender and all classes of the society. With the changing environment of the economy the mission of the institution will also be modified and as such the goals will be identified. The institution intends to identify the goals by keeping in mind the requirement of the society, stakeholders, and in accordance with the NEP 2020. Similarly, the strength of the institution will be identified keeping in mind the available resources and the required resources to meet the demand of the students and stakeholders.

The opportunities are to be identified by taking into account the requirement of the industry, market, socio-economic and academic environment infused by the introduction of the NEP 2020.

The basic priorities of the institution in terms of the mission are to produce dynamic leaders, entrepreneurs, and professionals through value-based education and an improved teaching-learning process.

Within the umbrella of the mission of the institution the main commitments are to strive for value-based and skill-based education to achieve the 4th Sustainable Development Goal of “Quality Education” in the entire Northeast of India.

Step 4: Identify the strength and capacity (human and financial) in regard to organisational gaps and develop the process to mitigate these gaps:

Currently, the institution has sufficient administrative and teaching staff to impart commerce education to both UG and PG students. The infrastructure available with the institution are sufficient for the present environment and the main strength of the institution are – 50 percent of the faculty are Ph.D holders, two Ph.D research guides, digital classroom facility, computer lab, digital library, amongst others. The institution is in a position to take up various developmental programmes with the funds generated from students admission fees, self-sustaining courses also contribute funds to the institution apart from rent and other revenue earned from different competitive examinations held in the institution from time to time.

More human resources will be needed in the coming days for the better implementation of institutional policies and strategies in line with NEP 2020 which may widen the gap between the organisation’s available resources and its requirements. The gaps in between what institution

has and what will be required after the implementation of NEP 2020 is no doubt required some steps to be followed in a gradual manner. To mitigate the gaps, the institution will go for introduction of self-financing courses, internship programmes through MoU with industries and other institutions, faculty exchange programme to fill up the gap of non-availability of faculties because of introduction of multi-disciplinary courses, income generating projects like fishery, vermin-compost, in the land available at the second campus of the institution.

Step 5: Identify institutional goals – Long term and Short term:

- **Short-term goals:** Introduction of short-term skill based/vocational courses to ensure students' employability. Introduction of add-on courses considering their present and future demands. Holding of regular FDP for capacity building of the faculty member in interdisciplinary subjects. Classes for the students on different Indian cultures, ethics, morals, environmental, and other emerging issues related to Indian society. Regular student and faculty exchange programmes will be a priority area of the institution.

- **Long-term goals:** Second campus of the institution will be developed during the next 10 to 15 years to provide sports and games facilities for the students. Introduction of BBA and MBA courses with different specialisations in the new campus. Introduction of self-financing professional and skill development courses for students in the new campus. Starting of coaching center for CA, ICWA, APSC, UPSC, and other competitive examinations. Establishment of Research and Development Cell to undertake academic research and establishing a link between industries and other reputed academic institutions. The institution will also propose to take the initiative to organise VDO Conferencing classes with different institutions. In the planning process, the entire college campus will use green energy in the next 10 years. The institution will try to provide a platform for students to enhance their innovation and research potential in different areas of business management.

Step 6: Identification of institutional level challenges - long term and short term:

An educational institution is supposed to face many challenges in the days to come if it does not take appropriate steps to overcome the challenges in a planned manner. There might have both long term and short term challenges on the way and every institution need to find out the probable challenges and prepare accordingly.

Short-term challenges of the institution are - as an affiliated institution under Dibrugarh University we do not have any scope to make the courses flexible for the students; increase in the intake capacity of the students with the present setup, faculties, and infrastructure; to go for multi-disciplinary courses as the institution is having only one stream, i.e., commerce; providing flexibility of courses, student mobility, multiple entry and exit;

Long-term challenges of the institution are - attaining autonomy of the institution, maintaining viability of different courses like BBA, MBA to be introduced in the new campus located at Banipur, maintaining of recommended enrolment in the institution, continuity of self-

financing and other courses, providing education as per the demand and requirement of the industries and market as a whole. To respond different Government policies and directions for imparting higher education in the days to come.

Step 7: Develop a workable hypothesis to mitigate and overcome the challenges in a phased manner:

- Improve the existing infrastructure and development of new facilities in the institution.
- Go for multidisciplinary and skill-based courses as per the requirement of the market and society.
- Take appropriate action in increasing enrolment.
- Go for autonomy.
- Orient and aware all the stakeholders of the institutions for sustaining with viability.

Step 8: Develop strategies to promote leadership:

The institution always tried its level best to promote leadership amongst the teachers and students. The strategies to promote leadership will be –

- Give opportunities for representation of students in different committees of the institution.
- Provide a platform for regular formation of students' union body and to perform different student activities inside and outside the institution.
- Involve the students in different activities through NSS, NCC, Eco Club, and other cells of the institution.
- Conduct and organise seminars, workshops on personality and leadership development.
- Give opportunity for the faculties to represent and lead different committees and cells. Participation in decision-making process of the institution through representation to the Governing Body of the institution.
- Encourage the faculty members and librarian to participate in different Faculty Development Programmes, Seminars, Workshops, Conferences, etc.
- Encourage the administrative staff to attend workshops, conferences for improvement their capacity and capability building.

Step -9: Develop mechanisms to ensure 'transparency' in governance:

Transparency helps in promotion of accountability of an institution with the support of sufficient information or documents to substantiate the activities carried on or things are going on within the institute. With the passage of time the stake holders' expectations from the institution has been increased as a result the necessity to be more accountable and transparent in governing the institution.

- Strengthening the participation of students, guardians and members of the institution in different committees meant for the development of the institution.
- Proper representation of women in different committees and sub-committees.
- Regular audit on the administration and academic matters of the institution.
- Time bound issue of mark sheet/ certificates to the students with clear instructions and directions for obtaining the same.
- Online payment of fees from students and settlement of complaints through a committee having representative of students and teachers.
- Academic deliberation as per the pre circulated lesson plan and regular review of the progress of the plan.
- Move for autonomy in the days to come.

Step -10: Action plan for phase wise implementation of the perspective IDP with specific timelines:

In the changing environment institution engaged with higher education need to keep in mind the changing needs of the society, need of the globe and preparing to impart higher education more professionally. For this purpose entire set up of the institution is to be reoriented and restructured as per the requirement of the NEP.

- Improvement to the existing facilities for the students,
- Integration of institution academic plan with the NEP and course programme approved by the affiliating University,
- Efforts for attaining autonomy in the near future,
- Finding out the gap between the students requirements and institutions availability in terms of course and society to take different measures for improvement, modification and acceptance,
- Formation of different clubs to enrich students on academic and social issues and strengthening the existing clubs or cell dedicated on such issues and available in the college,
- Conducting regular and timely accreditation of the institution by the regulatory and affiliating authority.